



Highway weathers another record season

"It's the best construction season I can remember," said Highway Construction Engineer Chuck Fredrickson.

That pronouncement shouldn't be taken lightly, since this is also one of the busiest seasons on record. For three fiscal years in a row, projects have totalled more than \$200 million.

During the past fiscal year, the Highway Division let bids on 221 projects that probably covered more lane miles than any previous year, Fredrickson said.

Fredrickson attributed the successful season to increased funding, the dedication of Highway employees and cooperation from contractors.

"I think we've taken advantage of every type of funding available," Fredrickson said. This spring the division also benefitted from full implementation of the 1982 federal five-cent gas tax.

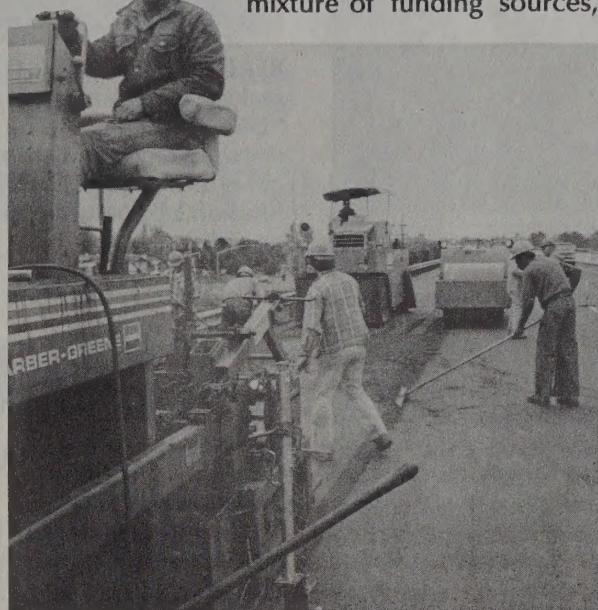
The division used preservation funds to apply overlays on the worst sections of roads statewide, said Bud Van Cleave, paving quality coordinator.

To stretch the dollars further, several jobs recycled existing pavement. One project covered 57 miles on two stretches of road in Region 4. Near Vale, the division is completing a 16-mile surface recycling project.

On I-84 near Hermiston, a contractor ground

off pavement and stockpiled it for future use in the area. Many projects in Portland also recycled material, Van Cleave said.

New highway construction, using a mixture of funding sources,



FAMILIAR SIGHT--Motorists on nearly any Oregon highway this summer probably observed construction workers, such as on Highway 217.

includes I-82, which will connect Oregon and Washington across the Umatilla and Columbia rivers. Work is also proceeding on a new, four-mile highway that skirts the eastern portion of Oregon City, according to Van Cleave.

This summer also featured a major milestone for the division--final stages of the Banfield Freeway reconstruction to accommodate installation of Portland's light rail system and to upgrade that portion of I-84.

Major interstate projects have included recycling and replacement of several concrete pavement sections on I-5 and a 12-mile overlay of asphaltic concrete pavement on I-84 near Baker.

"The availability of additional funds doesn't mean we're not trying to find better ways of doing things," Fredrickson said. "We've done more innovative projects this year than ever before."

He cited projects such as a test of 10 different pavement mixtures on U.S. 97 south of Bend. The division applied a chip seal on I-84 near Troutdale--the first time this process has been used on a major portion of the interstate.

Rubber or polymer additives for asphalt make chip sealing (gravel spread over an asphalt base) suitable for higher-volume roads than in the past.

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ODOT veterans promoted to top positions



Larry Rulien

Rulien leads Highway Division; Bothman directs new division

Larry Rulien brings 32 years of varied Highway Division experience to the job of state highway engineer.

Rulien, 58, has "served in as many positions as anyone in the Highway Division," he said. He was named to the position last month, following Scott Coulter's death.

He started his career as a transitman inspector in Bend in 1953, and served in Roseburg, Brookings, Salem and Portland in a variety of capacities from project manager to Region 1 engineer.

He was executive assistant to Coulter for nearly three years, until being named ODOT assistant director for administration in 1982.

"I think I can bring something valuable to the job with my broad background," Rulien said. "I've seen what the division is capable of doing, and I've learned how those capabilities can be reached from many different perspectives."

Increases workload

Rulien said he is spending his first weeks in the job reacquainting himself with Highway activities that occurred while he was assistant ODOT director. He said his near-term objective is to provide sound management during a period of high demands.

"We've expanded our work force, and we've also seen a lot of people retire," he said. "We need to look carefully at what we are doing and how we are doing it."

Continued...Page 4

Bob Bothman views his new ODOT deputy director position as an opportunity to create a team that will deliver support services to the five divisions.

"In the previous organization, two assistant directors and other managers reported to Director Fred Miller," said Bothman. "Having those managers report to the deputy director will form a team to provide support .

New division formed

"Central Services will be a division, with the key objective to help the other divisions manage their resources more effectively."

The new division will include:

- George Bell, assistant director for Intergovernmental and Public Affairs.

- Joe Christian, assistant director with responsibilities to include Information Systems, in addition to Finance.

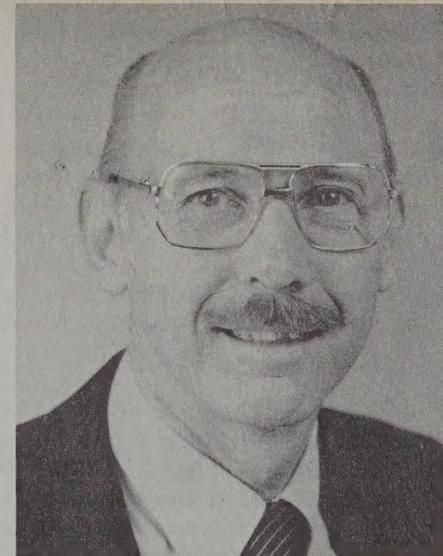
- Karen Roach, assistant director with the Employee Development and Safety Section added to her Personnel responsibilities.

The other division managers include Carl Nelson, Administrative Services; Vicki Nakashima, Civil Rights; and Paul Norris, Policy and Planning.

"We will become an active division with goals," Bothman said.

"This is a good crew of qualified and experienced people," Bothman said. "That will let me get out of the office."

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Bob Bothman

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Governor lauds two divisions' safety savings

The Highway and Parks divisions will save more than \$90,000 in the current fiscal year thanks to effective safety programs.

The State Accident Insurance Fund premium will be reduced by \$84,000 for Highway and around \$7,000 for Parks as a direct result of reduced workers' compensation costs, according to Dave White, ODOT safety manager.

In a recent letter to all agency heads, Governor Vic Atiyeh said, "I am especially impressed with the divisions' efforts."

The only other state agency with a significant premium reduction was the Oregon State System of Higher Education.

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A message from the director ...

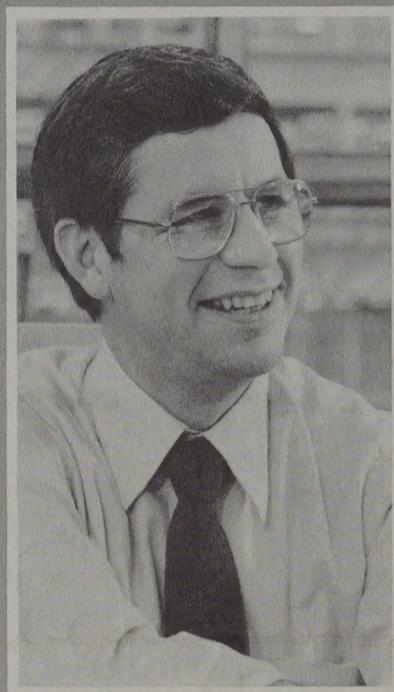
It has been a productive summer. While our programs keep us busy year-around, it seems like all of our divisions have stepped up activity during the summer season.

Frequently, our "report card" is based on the experiences of the public at this time. It is surprising how many times comments are made related to how people are treated, how long they have to wait in a park or Motor Vehicles line, or for a highway project, and how clean a highway, a rest area, or a park appears to them.

Usually, doing a good job and earning a high mark on the public's report card go hand-in-hand. Sometimes, though, we need to do a little extra to make sure that the public feels served as well as possible. The comments that I hear indicate that we have lots of examples this summer of doing a little extra.

As I traveled around the state this summer, I noted lots of improvements in our buildings. These are good investments. I was impressed how clean and well-cared-for a number of our facilities are. I believe that certain things go together; a well-cared-for building seems to accompany a good safety record, which also goes with high productivity.

A standout is the Prospect maintenance station, which has to rank high on any list of nice facilities. It is well-cared-for and shows that the crew has a great deal of pride in keeping it up.



• • •

We frequently speak about the number of people we have retiring from the department. I am pleased with the contributions that many of our retirees continue to make.

As we enter another retirement season, let's think about how to continue to capitalize on the expertise that is leaving us, in one sense, but will continue to make a productive contribution to the department if we work out the appropriate arrangements.

• • •

As you know, a new state highway engineer has now been selected. I've spent lots of time on the selection process and a considerable amount of effort in interviewing and evaluating the candidates. Even though I know all of the candidates, it is surprising how much I learned through conversations on topics that we normally don't discuss.

I was pleased with the process and know that the Highway Division will be well-served by the choice of Larry Rulien. Other applicants showed such ability and potential, I am sure that they will make significant contributions for years to come.

It was rewarding that the Salem Statesman-Journal commented on how nonpolitical the selection was. It's nice to be part of an "Oregon process" where ability and substance come first and the politics do not appear to be relevant.

As an outgrowth of the selection process, you will note that Bob Bothman was chosen to fill a new position of deputy director.

As deputy director, Bob's responsibilities will include representing me in my absence and overseeing all of the functions within Central Services. Central Services will be the equivalent of a division within the department.

We have realigned some of the duties within Central Services so that Joe Christian, as an assistant director, will not only have the duties that he had as fiscal officer, but will also be responsible for Information Systems. Karen Roach, as an assistant director, will add Employee Development and Safety to her Personnel responsibilities.

Fred Miller



READY TO SHOOT--Dave Davis and Natalie Barnes, DMV Public Affairs, make last-minute changes before taping the September production of "DMVideo News." The Public Affairs staff has produced three of the short shows, which are distributed to 50 of the larger field offices statewide. Taped every other month, the newscast-type program fills the gap between the division's bi-monthly newsletters and includes stories that are best covered on video.

Letters



Tourism sends thanks

Director Fred Miller:

We appreciate your hard-working employees at the Ontario State Welcome Center and Rest Area.

The efforts of Supervisor Lowell Shelton, Jan Jones, Mark Kerns and Jin Hamamura are outstanding. They take tremendous pride in their work, and the landscape and facilities reflect their conscientious efforts.

These employees are definitely a credit to your department and to the state of Oregon.

Ed Remington, acting director
Tourism Division

Pilot car appreciated

The Oregonian:

This is a letter of congratulations and appreciation for the way the Oregon Highway Division manages road repairs to minimize damage to cars.

Recently, we drove Highway 97 south of La Pine where crews were putting a heavy coat of gravel in fresh oil.

A pilot car took us through at reduced speed so there was no danger of a broken windshield from flying gravel.

We were pleasantly surprised when we came back at about 10 p.m. I expected to meet traffic and end up with a broken windshield, but instead, I found the same pilot cars taking traffic through at reduced speeds, even though there was not any work in progress.

I think that courtesy of continuous pilot cars saved me a broken windshield, and I am most appreciative.

George Chandler
Pratt, KS

Stalled motorist helped

District Maintenance Supervisor
Ontario

In July at the start of a month-long trip in our motorhome, we had the misfortune to stall on Stinkingwater Pass.

However, we had the good fortune to receive help from one of your Burns employees, Ernie Rutledge. His generous assistance

on a very warm day and a very long way from a telephone was gratefully received.

In these times when people are so intent on their own purposes, we were most appreciative of Mr. Rutledge's sensitivity to our predicament and his willingness to take time to help.

Imogene Jack
Corvallis

EDITOR'S NOTE: Rutledge is a highway maintenance worker 2.

Weighmaster gives ride

To the editor:

In mid-August, I was returning to Salem from a Portland meeting. I had car trouble and was stranded on I-5.

I waited nearly an hour for someone to assist me before Cathy Corbin, Salem weighmaster, stopped and gave me a ride to Salem.

She should be commended. I very much appreciate her help.

Lois Bish
Salem

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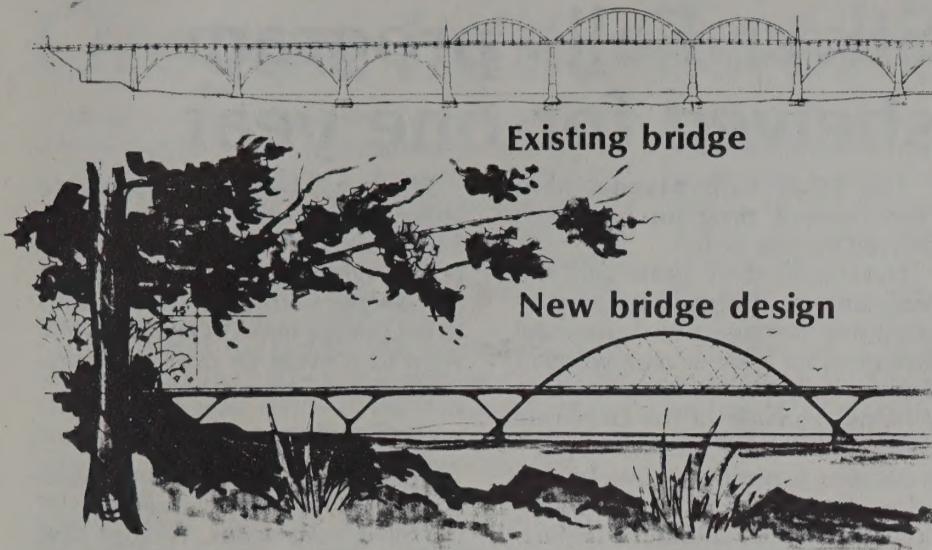
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PUBLIC PROCESS--Members of a citizen's advisory committee met with Highway Division officials in January to begin selection of a consultant to

Citizens, Highway concur on Alsea design

The public has been involved with each stage of Highway Division discussions to replace the Alsea Bay Bridge, culminating with design selection Aug. 30.

Public involvement began when the division explained the need for a new bridge last year to coast residents. Due to public concern, the Highway Division, for the first time, formed a citizens' advisory committee to help select a consultant to design a new structure.

The committee worked with division staff through the process of choosing one design from among 17 proposed by the consultant.

Highway staff and committee members unanimously selected the same design--a concrete-arch structure that has many of the features found in the existing bridge.

Again, the public had an opportunity to discuss the project. Members of the advisory committee held an informational meeting Sept. 26 in Waldport and the division conducted a meeting Oct. 1 in Salem to display the new design.

According to Bridge Engineer Walt Hart, the citizen committee will continue to help decide future questions related to architectural treatments, design of bridge approaches and preservation of certain features of the existing bridge.

"The two local committee members have given a window into the nearby communities, providing not only their own ideas, but seeking out opinions of others in the community," Hart said. "The other members have done a good job of



design a new Alsea Bay Bridge. The division has sought citizen involvement throughout the process of considering replacement of the structure.

representing the perspective of the whole coast and entire state."

Final plans should be completed by the end of next year, Hart said, and construction could begin in 1987.

The division doesn't yet know

where the \$36 million will come from to replace the structure. However, officials are looking at several options, and some of them will be presented to the Transportation Commission in the near future, Hart said.

Another record season

Continued from...Page 1

Most of the work on all these projects has been coordinated by 38 project managers--about the same number as in past years.

"The project managers and their crews have given 120 percent. They've done more work, and many of the crew members are relatively new employees," Fredrickson said.

To help crews manage the higher workload, the Construction Section expanded training during the past year for groups such as paving inspectors, lab technicians and compaction technicians, he said.

In addition, the division has upgraded survey equipment for the crews. All project managers now have microcomputers, and quality assurance specialists also will have them soon.

The section had six laboratory trailers rebuilt and will rebuild 10 more next year as part of a plan to standardize field laboratory equipment statewide and create better field lab conditions.

District maintenance supervisors have coordinated some projects themselves, rather than rely on project managers, and nearly all project managers who retired during the past couple of years worked this summer on projects.

A more cooperative attitude by contractors has greatly helped project managers cope with heavier workloads, Fredrickson said.

"We seem to be getting a higher quality product as a result," he said. Fredrickson believes part of the improved relationship stems from

mutual agreements between the division and industry on recent specification changes.

"For example, we discovered that we had a higher number of project failures from work done early and late in the construction season," he said. "We negotiated a shortened season that was acceptable to all concerned."



WHAT'S COOKIN'?--Martin Stevens begins testing an asphalt sample in one of the six laboratory trailers rebuilt by the Highway Division this summer.

VIA News Briefs

Women's Network resumes monthly meetings

The ODOT Women's Network is again meeting on a regular basis, following a summer recess.

The meetings, held the last Wednesday of each month in the ODOT Conference Room, are open to anyone interested, according to Roz Shirack.

She said the group is planning programs for the coming year and invites suggestions for specific topics. For more information, contact Shirack at 378-6284 in Policy and Planning.

Deferred compensation available Feb. 15

Open enrollment for the deferred compensation program will be available Feb. 15 through March 31, 1986, in addition to dates listed in the last issue of VIA.

The current open enrollment ended Sept. 30. The open enrollment periods are the only times that employees may begin or increase deductions from paychecks.

For more information, contact the deferred compensation office at 378-8564.

Scott Coulter memorials continue

Memorials to Scott Coulter, former state highway engineer, have taken several forms.

Contributions to the Glenn Jackson Scholars Fund from employees, family, friends, organizations and contractors have exceeded \$3,100.

The Parks Division gave a memorial to the rose garden at Fort Stevens State Park, and Mrs. Coulter has selected a particular type of rose to be planted in Coulter's memory.

Donations help cover the cost of planting and caring for the rose garden.

In late August, the Baker City Council passed a resolution expressing sympathy to Coulter's family and listed some of his achievements while working in that area.

Transit hires Fosdick

Stephen Fosdick has been selected to serve as the new manager of the Public Transit Division's Elderly and Handicapped Capital Grant Assistance Program.

As special transportation coordinator for Public Transit, Fosdick will oversee the division's purchases of vehicles for nonprofit transit agencies. The 44 agencies currently in the statewide program use 120 vehicles to provide transportation for elderly and handicapped persons throughout Oregon.

Fosdick's background includes five years as transit coordinator for the city of Woodburn.

A Salem resident for the last several years, Fosdick and his wife, Cindy, have a three-year-old daughter.

"Baker and its citizens appreciated Scott and his work on their behalf," wrote Arthur Reiff, city manager.

Cape Lookout celebrates 50th year anniversary

A half century of service to Oregonians and visitors from around the world was celebrated Sept. 18 at Cape Lookout State Park.

Dave Talbot, Parks administrator, delivered brief remarks during a Golden Anniversary birthday party for the park, 12 miles southwest of Tillamook.

A photo display and slide show telling the history of the park were available for viewing, according to District Park Manager Ed Kornblum.



DENSITY TEST--Jeff Cannas, engineering aide, left, and Jack Boatwright, highway engineer, use a nuclear density testing device on a new overlay near Vale. Using radiation, the device measures compaction of pavement. A thin coat of sand is spread under the machine to provide a smooth surface.

Rulien

Continued from...Page 1

His decision not to fill the position of assistant state highway engineer formerly held by Bob Bothman was in response partly to the current classification study. While he admits that decision increases his own workload, with four Highway sections--Program, Accounting, Planning and Research--now reporting to him directly, he's confident it's the right move.

"I don't see the need to replace the position right away. We'll just let things settle down a bit first, while we look hard at the classification study," he said.

He said the department faces a high level of anxiety while it works its way through the classification study, and he intends to do what he can to relieve the anxiety.

Rulien added that he is committed to the type of "people-orientation" that was a hallmark of Coulter's leadership.

"I'm really pleased to have a chance to continue Scott's work in this area," he said. "Of course, I bring my own perspective to the job, but there's a lot--like the '3E Program' started by Scott--that I'm committed to."

The program, still being developed, is an employee program initiated by Coulter to recognize

employee achievements.

Rulien graduated in civil engineering in 1950 from the University of Minnesota.

He and his wife, Beverly, live in Salem. They have two grown children and three grandchildren.

Employees evaluate program assessing risk of heart disease

ODOT employees in La Grande and Medford will assess their risk of heart disease and learn how to minimize the risk in a test program this month.



PRESSURE CHECK--Cheryl Maerz was among about 300 employees in the Transportation Building having free blood pressure checks Sept. 24 and 25. ODOT employees in La Grande and Medford will test a more extensive health evaluation later this month.

Retirements

Alden E. Snare, stores clerk, DMV, Salem, after 16 years of service to the division.

Arthur W. Welling, park aide, Parks, Redmond, after nine years of service.

Helga Boyd, engineering technician 4, Highway, Salem, after a 30-year career.

Silver Falls program shelved for one year

The Silver Falls Management Development program has been shelved for one year.

Developed three years ago, the program was designed to prepare promising managers and potential managers for greater management responsibility, according to Bob Whipps, manager of the Employee Development and Safety Section.

"It was a positive move by top administration to meet some unfulfilled needs within the department," Whipps said.

In the meantime, employee development has produced a systematic program for training managers and supervisors, Whipps said. Some of the supervisory training is required for an employee to be eligible for promotion.

"The training void was filled, and administration started questioning how the Silver Falls program would fit," Whipps said.

"We decided to suspend the program and reevaluate it in a year, after we see how well the new training series works," Whipps said.

Efforts will be made to duplicate some of the best features of the Silver Falls series into the new programs, Whipps said. "We'll want to mix people from different divisions to encourage networking, and we'll want to provide an overall department perspective," he said.

Six classes conducted

Speech and writing classes were among the most popular sessions of the Silver Falls series. Whipps said George Bell, assistant director for Intergovernmental and Public Affairs, is considering alternatives for delivering a similar series on oral and written communication. Bell originally designed content for the entire program.

Whipps noted that the new Pre-Supervisor Training and First-Level Management Training courses include about 75 percent of the subject matter from the Silver Falls series.

Six Silver Falls classes, consisting of approximately 20 employees each, have been conducted.

Hot summer weather sends Oregonians to state parks

The number of campsites in Oregon State Parks this summer was from four to six percent greater than a year ago, with virtually all of the increase attributable to Oregonians.

Steve Johansen, operations support manager for the division, said attendance at 11 sample parks through the Labor Day weekend was four percent higher than at the same parks in 1984. Figures for the

period May through July at all 50 campgrounds were about six percent above the same period a year ago.

Johansen noted that the number of nonresidents using Oregon State Parks was about the same as a year ago, meaning that the increase reflected greater usage by residents of Oregon. He said it appears that is a result of hot, dry weather and weekend trips to escape the heat.

Bothman

Continued from...Page 1

He plans to meet with all staff of the division, then visit staff from the operating divisions.

He said he will capitalize on his experience of the past three years as assistant state highway engineer for administration. "We pulled the administrative functions into a team that supported other sections of Highway. This is a chance to do the same thing on a larger scale."

During the first months, he will give top priority to the classification study, STARS, certification of the Minority Business Enterprise program, and development of the next legislative package.

"Already I'm overwhelmed by the possibilities. I'll have to be choosy about where to concentrate my efforts," he said.

Bothman, 53, has worked for the Highway Division since 1951 when he spent a summer as an engineering aide. He filled a number of positions between education and military leaves for the next six years and then held numerous engineering posts in northwest Oregon. From 1973-82 he served as Region 1 administrator.

He holds a civil engineering degree from Oregon State University.

He and his wife, Jacque, reside in Portland, and they have four children--all graduates of Oregon universities.

Participants will pay \$25, ODOT will pay \$12 for each person and employees will participate during paid work time, Whipps said. Spouses may participate for the same rate as employees, he added.

Local employees are in charge of coordinating the test program, Whipps said. A minimum of 30 people is required at each location, he said.

Results of the two tests will help determine if the program will be expanded statewide, Whipps said.

Oregon initiates international truck study

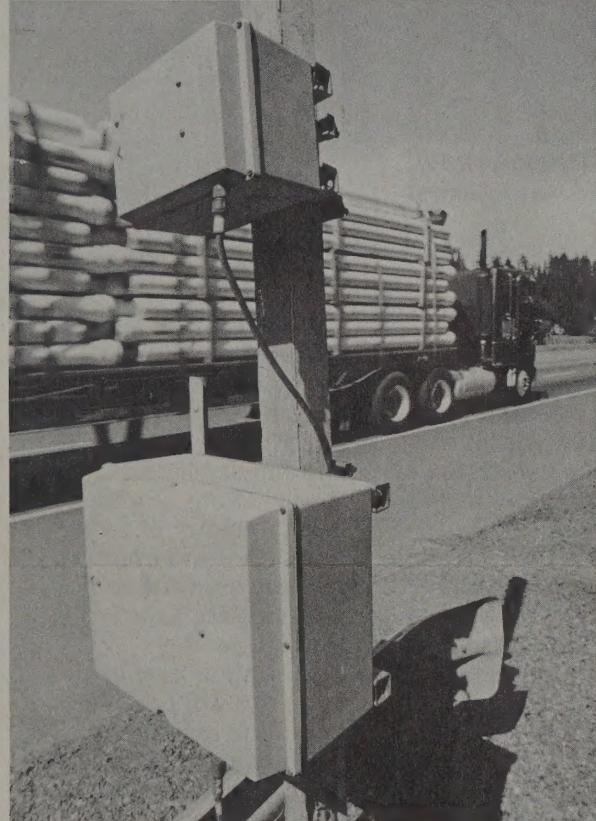
Oregon is in the forefront of one of the largest transportation research studies in the world.

The study grew from a decision last year by Oregon and Arizona highway officials to cooperatively examine automatic vehicle identification and weigh-in-motion technology. Both systems are used to track and weigh large trucks quickly and accurately with computers.

Other states, the Federal Highway Administration and the trucking industry expressed interest. The project was dubbed the Crescent Study because the states initially involved formed a crescent shape from British Columbia to Texas.

"We're calling it Crescent-Plus, now," said Loyd Henion, Economic Services Unit manager. He and Bob Royer, Planning Section manager, have been involved in the project since its beginning.

States as far away as Pennsylvania are now interested, Henion said, and the scope of the study has expanded to include research and demonstration projects on many aspects of truck identification and weighing.



Study officials have invited representatives of the New York and New Jersey port authorities to participate as ex-officio members, and representatives of the European Common Market will attend technical meetings. European governmental and trucking officials are interested because a high percentage of their truck traffic is container cargo from ships, he noted.

"We're trying to develop some international standards," Henion said. "The biggest problem will be settling on one type of technology that everyone will accept."

States fund project

The expanded study was officially launched in early September when nine states and British Columbia agreed to fund the project, Royer said.

Study officials will hire consultants to manage the program, which now consists of at least seven different facets, Henion said.

Oregon's weighmasters, project managers and region engineers will test one component, in the next several months, that is at the center of the expanded program.

Various heavy-vehicle electronic license plates will be tested on Oregon's highways. The results will help study officials write generic specifications to order 10,000 devices that will be placed on trucks from 200 firms.

Then automatic vehicle identification stations will be installed at 100-150 sites in states bordering each other. The stations pick up a signal from the electronic license plate that identifies the truck, providing information ranging from permit papers completed, to the date of the last safety inspection.

Other studies will recommend a telecommunications network and decide what information will be shared between highway divisions and truckers.

Technology helps truckers

Researchers will document benefits of the new technology for the trucking industry.

Large firms can improve fleet management by cross-checking truckers' mileage reports and locating missing trucks. Even small firms would benefit from being able to roll through weigh stations and ports of entry without stopping, Henion said.

A system might be developed that would allow trucks to receive messages from their elec-

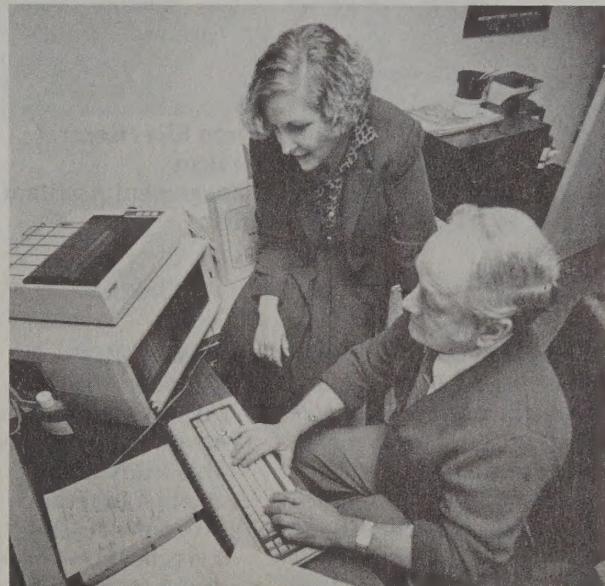
tronic license plates through on-board computers, he added.

To assure that trucking industry interests are fully considered, each committee involved with the study consists of equal numbers of trucking and government representatives, Henion said.

Government will benefit from the automated systems because fewer people are needed to weigh and check trucks, paperwork is cut, and more complete information is available for tax auditing, he said.

Henion expects that all facets of the study may not be completed until sometime in 1989. He has become one of the primary promoters of the study. Henion has addressed national and international meetings of several business and professional organizations.

A study proposed by Henion will pick up where the Crescent project leaves off. The Transportation Research Board has authorized a \$500,000 study to apply findings of the Crescent Study nationwide.



TRACKING TRUCKS--Barbara Koos, research economist with the Economic Services Unit, and Dave Bohl, Systems 99 trucking firm, check the operation of a truck information retrieval system. A computer in the Systems 99 Portland office is able to pull information about company trucks from automatic vehicle identification (AVI) installations along the interstate. The AVI boxes in the photo on the left are near the Jefferson exit on I-5.

Reg. 5 highway foremen to meet

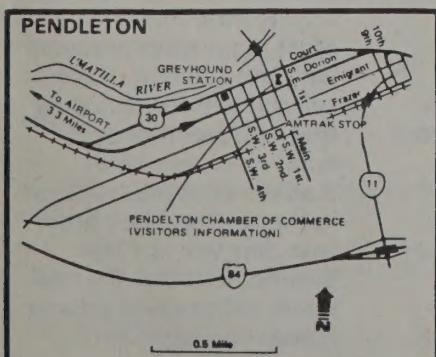
A meeting in Pendleton Oct. 23 and 24 will bring all Region 5 highway maintenance foremen together for the first time.

One purpose of the meeting will be to allow the foremen "to compare notes and improve their operations by learning from the successes and mistakes of others," said J.X. Wilson, region maintenance engineer.

Passenger map revised, printed

An updated Oregon Passenger Services Map was distributed last month, according to Herb Riley, transportation planner.

Available statewide in July of last year, the map was extremely popular. Within three months, nearly all 50,000 copies had been distributed.



Approximately 60 people are expected to attend the session, which will feature a variety of presentations by Salem ODOT and Highway managers.

"What I'm really hoping for," said Wilson, "is that this will enhance our efforts toward teamwork, both in Region 5 and between the region and our Salem office."

Riley said the department ordered 75,000 copies this year, hoping to have enough available to provide for college and university students.

Primary distributors of the map are chambers of commerce, companies providing passenger services and senior citizen centers. The maps are also sent to Highway, Motor Vehicles and State Police offices.

The map shows the routes and places served by regular airlines, intercity airport limousines, buses and Amtrak. It also includes information about taxi service.

Riley said this year's map contains many changes, "illustrating the need for such a map to show what services are currently available."

Years 5 Ago

A record ODOT budget request of more than \$1 billion for the 1981-83 biennium was announced in the October 1980 issue of VIA.

The figure represented a 9.26 percent increase over the current biennium. Finance Branch Manager Joe Christian termed the ODOT budget request "conservative--well within the allowable increase for inflation." The department sought 36 new full-time positions, most of them in Motor Vehicles.

Another budgetary article on the front page noted the department sold \$15 million in bonds during September to cover construction costs of the new Justice Center in downtown Portland.

ODOT carried the construction costs for the center, needed to replace Rocky Butte Jail that lay in the path of I-205. Multnomah County began repaying ODOT when the structure was completed.

Woman gladly pays damages

"Because of that particular guardrail, I am not a widow. It probably saved my husband's life."

That rare note of gratitude, along with a check to pay for damage to the guardrail, was received recently by Cynthia Carter, assistant attorney general in ODOT's legal counsel office.

The Highway Division had charged the woman's husband for damage to a guardrail along I-84 after a truck he was driving veered off the road and ripped out eight sections of rail.

Carter said Highway charges for damages resulting from accidents, unless they were caused by circumstances beyond the control of the driver.

"We are usually dealing with insurance companies, or unhappy motorists," Carter said.

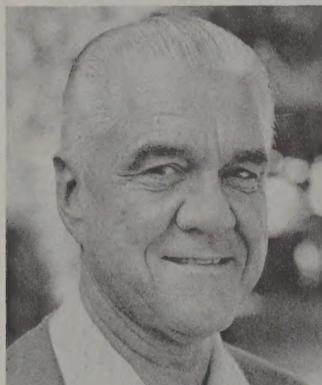
In thanking the woman for the payment, Carter wrote, in part: "Oregon joins with you in your joy that you are not a widow of a traffic fatality. We take precautionary safety measures in the hope that we can someday save even one life."

The legal counsel's office handled 544 damage claims last year and collected more than \$575,000.

CANDID COMMENTS

What are employees' concerns about the classification study?

John Bond, HWY Maintenance Services Engineer Salem



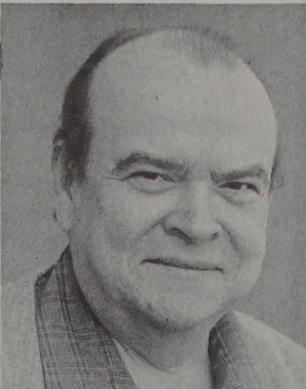
Karen Rice, Central Services Management Assistant Salem

JOHN BOND
Maintenance
How will it affect me? Will it be fair? Then with more discussion and understanding, some more analytical questions come forth: What is the most difficult work I do? What skills do I use or need? Will there be some new testing requirement for promotion?



Karl Keen, HWY Electrical Supervisor Grants Pass

Emil Tokstad, DMV North Region Supervisor Portland



KARL KEEN
Trades
I think they are concerned that they might be classified into a lower classification that would affect their salaries and reduce their chances for promotion.

KAREN RICE
Clerical/Administrative
As a subcommittee, we are hearing comments like: "Is this study really going to make a difference? The word processing specialist classification should have more steps. We need more career paths and recognition for work done--not generalized as clerical." People want appropriate job titles. We're optimistic for some positive results.



Sheri Hinrichsen, Parks Personnel Manager Salem

EMIL TOKSTAD
Motor Vehicles
Probably employees' main concerns are that the complexity of their job is adequately recognized and that the pay they receive is fair and equitable for the work they do.

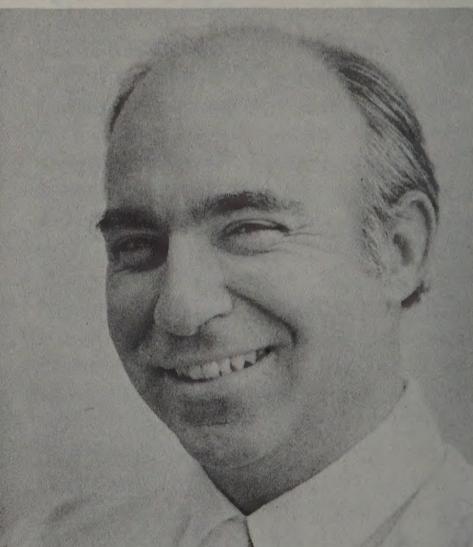
BILL EKLUND
Accounting/Fiscal
Although many employees in the accounting and fiscal series appear to be satisfied with the class specification, there are concerns about improving career paths by eliminating artificial or non-essential educational or experience requirements. People are also worried about being improperly classified.

Don Trout, HWY Federal Aid Supervisor Salem



SHERI HINRICHSEN
Parks
Employees have a personal concern about where their position will be classified, how it will affect them, and with seeing an end result of this project. Parks is involving employees as much as possible during this study for a team effort feeling. A positive attitude is needed to make this work.

SHIRLEY THOMAS
Data Processing
The comment expressed most often by employees has been concern over adequate representation in the reclassification process. Employees question whether ODOT recommendations will be considered by the Executive Department. The federal court decision regarding the comparable worth issue in Washington state has cast further doubt on the exigency of an Oregon reclassification effort.



Joe Paiva, Parks Design Unit Supervisor Salem

DON TROUT
Administrative/Management
Because of the bad outcome of comparable worth, employee concerns are many. They include: Will the Executive Department seriously consider our study? Final results must meet our needs in ODOT. Results must be compatible with the job market. Our current system serves us well.

JOE PAIVA
Engineering Allied
Most employees are happy with the makeup of the subcommittees, knowing that representatives of employees as well as management are involved in the review. They hope that they will not lose ground, and that the end result will provide greater career development opportunities.

Classification Study

Nearly 55 ODOT employees, working in 10 subcommittees, are reviewing the department's classification system. The subcommittees are composed of management and non-management employees, and they review similar classifications or classifications for a particular division. This month's Candid Comments question was directed at one member of each subcommittee, which is indicated in italics.



VISIT WITH VIC--Gerald Test, Highway underwater inspection supervisor, visits with Gov. Vic Atiyeh following presentation of a suggestion award Sept. 16. Test received a check for \$3,100 for his suggestion regarding use of riprap to protect bridge piers. The cash award represented 10 percent of the first-year savings from the idea.

Legislation affects retirement

Persons nearing retirement should be aware of changes made by the 1985 Legislature, according to Bob Erickson, assistant personnel manager.

One bill allows employees with 15 or more years' service in the Public Employees' Retirement System (PERS) to obtain credit for the six-month service period preceding membership (the trial service period at the start of employment).

Within 90 days before the effective date of retirement, the employee must apply for the credit in writing to the PERS Board. Then the employee must pay, in a lump sum, an amount determined by the board to be

equal to employee and employer contributions for that six-month period.

Another bill allows retirees who elect to have a refund of PERS contributions to receive the refund in up to five annual installments.

According to other legislation, there will be no particular advantage after July 1986 to retire in December for computing final average salary for PERS.

If an employee becomes eligible for retirement at the end of a month other than December, the "37th month of salary" and unused vacation leave payment will be included in the determination of final average salary.

Check with PERS counselor

Employees considering retirement should consult with a PERS counselor.

"No insurance agent or financial advisor has comparable knowledge of the PERS retirement program," said Larry Rulien while serving as assistant director for Administration.

PERS counselors will calculate pension benefits under three dif-

ferent provisions of the law, and they alone have access to information for dealing with several technical aspects of pensions, Rulien noted.

The PERS office is located in Portland, and the phone number is 229-5824. PERS has field offices in Salem, Pendleton and Eugene. Call the main office for office hours in these locations.

Workshops cover retirement issues

Employees considering retirement in the next two years are invited to attend one of three workshops later this month.

The workshops, conducted in Salem, will be held from 8:30 a.m.

to 12 noon Oct. 22, 23 and 24, according to Bob Whipps, manager of Employee Development and Safety.

Whipps encouraged employees to have spouses attend.

Planning to retire this year?

ODOT's Public Affairs office is planning a special publication featuring 1985 retirees.

To give that office a head start on the project, please fill out the form below if you are planning to retire and send it to: Ann Snyder, Public Affairs, Room 140, Transportation Building, Salem 97310.

NAME _____

TITLE _____

WORK UNIT NAME AND ADDRESS _____

WORK PHONE _____ YEARS WITH ODOT _____

Moving up



Central Services

Melvina Horst, secretary to administrative assistant, Salem.

Patricia Root, clerical assistant to secretary, Salem.

Darlene Steward, administrative assistant to management assistant A, Salem.

Joyce Veal, management assistant A to management assistant B, Salem.

Highway Division

Sharon Bell, engineering aide (EA) to engineering technician (ET) 1, Portland.

Cynthia Buswell, ET 1 to ET 2, Salem.

Barbara Bush, secretary to administrative assistant, Salem.

Robert Butler, EA to highway engineer (HE) 1, La Grande.

Marvin Calhoun, ET 1 to ET 2, Portland.

Duane Chaves, communications technician to communications specialist, Salem.

Lynn Colebank, ET 1 to ET 2, Salem.

Linda Dickinson, ET 2 to ET 3, Salem.

Dwight Dillon, HE 2 to HE 3, Milwaukie.

Elree Durden, highway maintenance worker (HMW) 1 to HMW 2, Portland.

Glen Fleming, ET 1 to HE 1, Portland.

Sandra Gish, EA to ET 1, Salem.

Charlie Goh, EA to ET 1, Portland.

Michael Gruetzemacher, ET 1 to HE 1, Bend.

James Hamburg, HE 1 to HE 2, Portland.

Jon Heacock, HE 1 to HE 2, Bend.

Barbara Hobson, EA to ET 1, Salem.

Kathleen Howell, ET 1 to HE 1, Portland.

James Huss, EA to ET 1, Portland.

Jeffrey Juden, HMW 1 to HMW 2, Portland.

John Lundberg, EA to ET 1, Medford.

Myra Marker, clerical assistant to clerical specialist, Salem.

Roger Minton, HMW 1 to administrative assistant, Milwaukie.

Violetta Osborne, administrative assistant to program coordinator 1, Salem.

Jerold Page, ET 1 to HE 1, Bend.

David Pearson, ET 1 to ET 2, Portland.

Mark Phillips, highway maintenance supervisor (HMS) B to HMS C, The Dalles.

David Polly, ET 1 to HE 1, Bend.

Lewis Scholl, HE 1 to HE 2, Salem.

Charles Sciscione, HMW 4 to highway maintenance foreman 1, Milwaukie.

Galen Sweigart, HMW 1 to HMW 2, Portland.

Annie Thompson, EA to ET 1, Portland.

Diane Walters, HMW 1 to HMW 2, Klamath Falls.

Donald Wence, ET 1 to materials testing engineer, Salem.

Robert Wheeler, HMW 1 to HMW 2, Salem.



Barbara Hobson, ET 1



Gene Murty, MVOM A

Parks Division

Nicholas Warila, park ranger 1 to park ranger 2, Newport.

Motor Vehicles Division

Glenda Collings, clerical specialist to management assistant A, Salem.

Donna Curtis, clerical specialist, Salem, to motor vehicle representative (MVR) Pendleton.

Alan Duren, MVR 2, Pendleton, to motor vehicle office manager (MVOM) A, Clackamas Town Center.

Deborah Fraser, secretary to management assistant A, Salem.

Darcy Gatchet, data entry operator to clerical specialist, Salem.

Judy Mahanna, MVR 1 to MVR 2, Milton-Freewater.

Jennifer Mendez, clerical specialist, Salem, to MVR 1, Forest Grove.

Gene Murty, MVR 3, Heppner, to MVOM A, John Day.

Toni Padua, clerical assistant to clerical specialist, Salem.

Beatrice Perez, laborer, East Portland, to MVR 1, Gladstone.

John Whiteis, clerical specialist to management assistant A, Salem.

Remembering

Donald P. Bartell, 59, Clackamas, died Aug. 18. He retired in 1981 as a highway engineer after 28 years.

Ethel A. Rupert, 86, Salem, died Sept. 8. She retired in 1963 after 39 years of work as an administrative secretary in the state highway engineer's office.

Lloyd B. Gregg, 88, Salem, died

Sept. 9. He retired in 1963 as an accountant for the Highway Division. He had worked 17 years.

Herschel D. Malone, 58, John Day highway maintenance supervisor, died Sept. 13. He had worked for the division 34 years. Survivors include a brother, Arnold, of Dallas, who retired from Highway in 1982.

On the job with... Dareld Steinke

By Monte Turner
Managing Editor

"My one regret is that I didn't go to college and become an engineer," says Dareld Steinke, after 38 years with the Highway Division.

"I'd have built the roads rather than maintain them."

Otherwise, the confident highway maintenance supervisor (HMS) is satisfied with his long career, even though his base of operations has shifted only a few miles.

At age 11, he moved with his parents from Nebraska to the eastern Oregon community of Nyssa. Since then, World War II was the only force strong enough to pull him away from the flat farmland that barely hangs onto the far eastern edge of the state.

Even the war kept him away just a couple of years. Drafted as a high school senior, he worked his way up to first sergeant in the Military Police with the 11th Airborne Division.

The career serviceman he replaced as sergeant gave him some of the management philosophy he practices today. "He told me, 'Let them know you're boss,

'I remember having ideas about how to do things, but they wouldn't listen.'

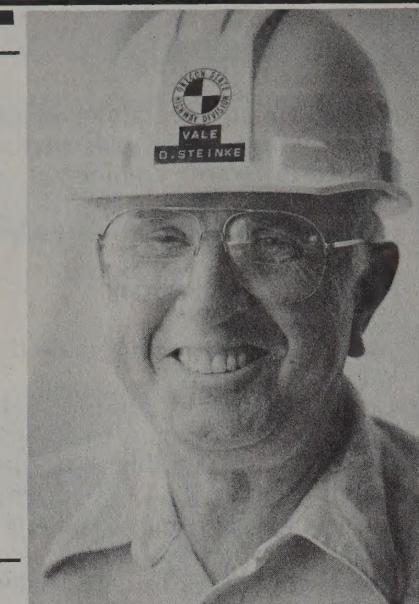
but not to the point they won't come to you with problems."

He says he formulated other parts of his philosophy of managing employees from bad examples of supervisors he observed during his early career.

"I remember having ideas about how to do things, but they wouldn't listen," he says, recalling his first five years as highway maintenance worker in Nyssa and assistant HMS in Vale starting in 1951.

"I told myself, 'When I get to be boss, I'll have crew meetings, and we'll discuss projects and figure out the best way to do them together!'"

He remembered that vow. "Whether the job is patching potholes or plowing snow, we have a meeting and decide how to do it. Two or three heads are better than



one. That's how we do things around here," he says.

"The guys here don't vanish when 4:30 comes. They hang around to talk and joke. We have a good rapport. That's what it takes for a good crew."

Of his seven workers, several are long-time employees. "I don't worry when I'm away from the office. We prioritize jobs for the whole year. They know what's to be done next. They're a conscientious, good bunch," he says, emphasizing his conviction by slapping the table and the side of his leg with his big hands.

As he talks, the hands keep moving, gesturing. They are covered with the large freckles typical of a redhead, though only his eyebrows have kept the deep red color that gave him his early nickname "Red." Although his closely cropped hair is fading to white, the name has stuck permanently.

He says the highway maintenance work has been satisfying because "I'm a creator. I like to do things and see things get done. When I work on a project, I can visualize how it will look before it's finished."

Calls office a closet

One of the projects he's visualized a number of years is nearing realization. He plans to double the size of his maintenance station by moving into adjacent space abandoned years ago by the Bureau of Land Management.

The current station is squeezed

'I'm a creator. I like to do things and see things get done.'

-- Dareld "Red" Steinke

Beaverton, and a daughter lives in Vale.

"I was fascinated with archery as a kid. It's my first love," he says. Twenty-five years ago, he was rated one of the top 10 archers in the U.S.

Unfortunately, while competing for the national championship, one of his fingers split open from the pressure of intense shooting. A physician advised him to quit shooting immediately and give up competing in tournaments.

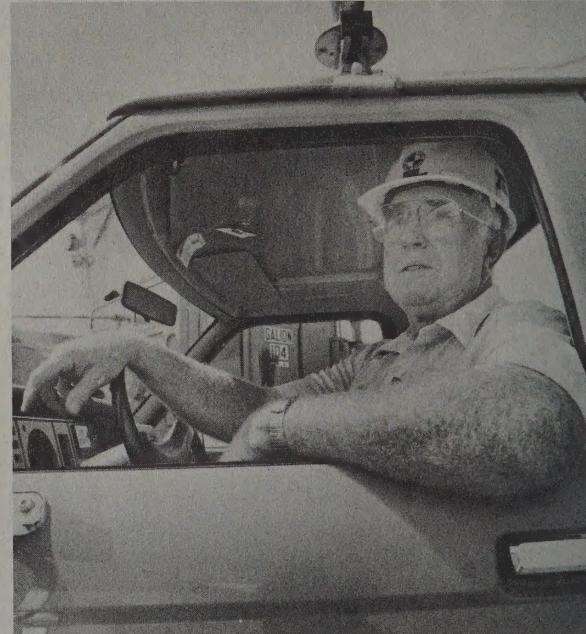
He heeded the advice, but the thrill of competition remained. He took up golf instead and has entered several local tournaments.

The strong hands and muscular shoulders that can shoot an arrow hundreds of yards or drive a golf ball down the fairway are used in another hobby. Instead of power, this one requires minute attention to detail. He builds museum-quality wooden ship models.

"I'll have plenty to do when I retire," he says. He and his wife, Lola, who is Malheur County assessor, plan to retire in three years.

"I could quit anytime now," he says. However, just as there's been no reason to leave the eastern Oregon area he loves, there's nothing pushing him to give up the routine of a lifetime.

"I'm old enough and have plenty of years to retire, but I still enjoy getting up and coming to work every day," he says convincingly.



Retirees Report

Maurice F. Spagle, Woodburn, ret. highway maintenance supervisor 1981.

Since retirement, Maurice spends much of his time on the golf course. He usually golfs four or five times a week.

He also enjoys gardening, even though he ends up "giving it all away," because he often grows more than needed.

During the winter, when he can't be outside, Maurice spends much of his time reading.

He and his wife, Rose, have traveled to Reno and California since their retirement.

"My wife is a traveler; she's in Florida right now," Maurice said. He prefers short trips to the coast, Mt. St. Helens, or eastern Oregon.

"I've been enjoying retirement,"

he commented. He noted that he misses the crew, but not the phone.

Howard Ellison, Salem, ret. Highway maintenance office manager 1982.

Howard and his wife, Dorothy, spend much of their time attending car swaps around Oregon. They travel to 10 or 12 swaps a year, within a 130-mile radius of Salem.

He said they set up their booth and sell just about anything.

"If it sells, it's good; if you bring it home it's junk," he said. They sell hubcaps and

car parts, as well as collectables, such as music boxes, knives, rings and jewelry.

They have two children, one in Portland and one in West Salem. "My wife spends several happy hours a day with our only grandson," Howard said. After 45 years of marriage, they get along fine, "as long as I stay out of her kitchen."

Oscar T. Wright, Salem, ret. highway shop supervisor 1981.

Oscar's number one hobby is hunting. He especially enjoys hunting in eastern Oregon, just outside Pendleton, where he has hunted deer and elk for 15 years.

He and his wife, Ruth, spend a lot of time traveling around the state, but they prefer no more than a day or two away from home. "The only

place you can really rest is home," he commented.

They have traveled to Reno, and have spent a couple of days at the coast.

A hobby they enjoy together is hunting antiques. This takes them to small towns and gives them the chance to travel around in the country.

"There is plenty in Oregon to see," he said.

When Oscar is at home, he stays busy working on his house and garden. He recently inserted a skylight in the kitchen, installed a new air conditioning system, and painted the house.

Although he likes retirement, and being able to do things at his leisure, he added--"I enjoyed my job, and I miss the guys."

